

P-4 EU 35-Hours Salary Plan Effective 07/01/2015

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
EU	11	Annual	\$34,216.00	\$35,253.00	\$36,303.00	\$37,346.00	\$38,419.00	\$39,511.00	\$40,611.00	\$41,631.00	\$42,671.00
		Bi-Wk	\$1,310.96	\$1,350.69	\$1,390.92	\$1,430.89	\$1,472.00	\$1,513.84	\$1,555.98	\$1,595.06	\$1,634.91
		Daily	\$131.10	\$135.07	\$139.10	\$143.09	\$147.20	\$151.39	\$155.60	\$159.51	\$163.50
		Hourly	\$18.73	\$19.30	\$19.88	\$20.45	\$21.03	\$21.63	\$22.23	\$22.79	\$23.36
EU	12	Annual	\$35,323.00	\$36,417.00	\$37,497.00	\$38,624.00	\$39,756.00	\$40,902.00	\$42,037.00	\$43,086.00	\$44,164.00
		Bi-Wk	\$1,353.38	\$1,395.29	\$1,436.67	\$1,479.85	\$1,523.22	\$1,567.13	\$1,610.62	\$1,650.81	\$1,692.11
		Daily	\$135.34	\$139.53	\$143.67	\$147.99	\$152.33	\$156.72	\$161.07	\$165.09	\$169.22
		Hourly	\$19.34	\$19.94	\$20.53	\$21.15	\$21.77	\$22.39	\$23.01	\$23.59	\$24.18
EU	13	Annual	\$37,315.00	\$38,696.00	\$40,085.00	\$41,467.00	\$42,863.00	\$44,246.00	\$45,642.00	\$46,785.00	\$47,953.00
		Bi-Wk	\$1,429.70	\$1,482.61	\$1,535.83	\$1,588.78	\$1,642.27	\$1,695.25	\$1,748.74	\$1,792.53	\$1,837.28
		Daily	\$142.97	\$148.27	\$153.59	\$158.88	\$164.23	\$169.53	\$174.88	\$179.26	\$183.73
		Hourly	\$20.43	\$21.19	\$21.95	\$22.70	\$23.47	\$24.22	\$24.99	\$25.61	\$26.25
EU	14	Annual	\$39,061.00	\$40,500.00	\$41,933.00	\$43,370.00	\$44,800.00	\$46,236.00	\$47,669.00	\$48,863.00	\$50,084.00
		Bi-Wk	\$1,496.60	\$1,551.73	\$1,606.63	\$1,661.69	\$1,716.48	\$1,771.50	\$1,826.40	\$1,872.15	\$1,918.93
		Daily	\$149.66	\$155.18	\$160.67	\$166.17	\$171.65	\$177.15	\$182.64	\$187.22	\$191.90
		Hourly	\$21.38	\$22.17	\$22.96	\$23.74	\$24.53	\$25.31	\$26.10	\$26.75	\$27.42
EU	15	Annual	\$40,939.00	\$42,416.00	\$43,891.00	\$45,364.00	\$46,844.00	\$48,330.00	\$49,801.00	\$51,048.00	\$52,323.00
		Bi-Wk	\$1,568.55	\$1,625.14	\$1,681.65	\$1,738.09	\$1,794.79	\$1,851.73	\$1,908.09	\$1,955.87	\$2,004.72
		Daily	\$156.86	\$162.52	\$168.17	\$173.81	\$179.48	\$185.18	\$190.81	\$195.59	\$200.48
		Hourly	\$22.41	\$23.22	\$24.03	\$24.83	\$25.64	\$26.46	\$27.26	\$27.95	\$28.64
EU	16	Annual	\$42,930.00	\$44,455.00	\$45,976.00	\$47,495.00	\$49,012.00	\$50,541.00	\$52,058.00	\$53,356.00	\$54,691.00
		Bi-Wk	\$1,644.83	\$1,703.26	\$1,761.54	\$1,819.74	\$1,877.86	\$1,936.44	\$1,994.56	\$2,044.30	\$2,095.45
		Daily	\$164.49	\$170.33	\$176.16	\$181.98	\$187.79	\$193.65	\$199.46	\$204.43	\$209.55
		Hourly	\$23.50	\$24.34	\$25.17	\$26.00	\$26.83	\$27.67	\$28.50	\$29.21	\$29.94
EU	17	Annual	\$45,055.00	\$46,621.00	\$48,189.00	\$49,752.00	\$51,318.00	\$52,878.00	\$54,444.00	\$55,806.00	\$57,204.00
		Bi-Wk	\$1,726.25	\$1,786.25	\$1,846.33	\$1,906.21	\$1,966.21	\$2,025.98	\$2,085.98	\$2,138.17	\$2,191.73
		Daily	\$172.63	\$178.63	\$184.64	\$190.63	\$196.63	\$202.60	\$208.60	\$213.82	\$219.18
		Hourly	\$24.67	\$25.52	\$26.38	\$27.24	\$28.09	\$28.95	\$29.80	\$30.55	\$31.32
EU	18	Annual	\$47,329.00	\$48,937.00	\$50,541.00	\$52,145.00	\$53,743.00	\$55,348.00	\$56,949.00	\$58,376.00	\$59,835.00
		Bi-Wk	\$1,813.38	\$1,874.99	\$1,936.44	\$1,997.90	\$2,059.12	\$2,120.62	\$2,181.96	\$2,236.63	\$2,292.53
		Daily	\$181.34	\$187.50	\$193.65	\$199.79	\$205.92	\$212.07	\$218.20	\$223.67	\$229.26
		Hourly	\$25.91	\$26.79	\$27.67	\$28.55	\$29.42	\$30.30	\$31.18	\$31.96	\$32.76
EU	19	Annual	\$49,661.00	\$51,318.00	\$52,966.00	\$54,619.00	\$56,263.00	\$57,913.00	\$59,564.00	\$61,052.00	\$62,577.00
		Bi-Wk	\$1,902.73	\$1,966.21	\$2,029.35	\$2,092.69	\$2,155.68	\$2,218.89	\$2,282.15	\$2,339.16	\$2,397.59
		Daily	\$190.28	\$196.63	\$202.94	\$209.27	\$215.57	\$221.89	\$228.22	\$233.92	\$239.76
		Hourly	\$27.19	\$28.09	\$29.00	\$29.90	\$30.80	\$31.70	\$32.61	\$33.42	\$34.26

P-4 EU 35-Hours Salary Plan Effective 07/01/2015

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
EU	20	Annual	\$52,192.00	\$53,882.00	\$55,573.00	\$57,258.00	\$58,945.00	\$60,635.00	\$62,325.00	\$63,884.00	\$65,481.00
		Bi-Wk	\$1,999.70	\$2,064.45	\$2,129.24	\$2,193.80	\$2,258.43	\$2,323.19	\$2,387.94	\$2,447.67	\$2,508.86
		Daily	\$199.97	\$206.45	\$212.93	\$219.38	\$225.85	\$232.32	\$238.80	\$244.77	\$250.89
		Hourly	\$28.57	\$29.50	\$30.42	\$31.34	\$32.27	\$33.19	\$34.12	\$34.97	\$35.85
EU	21	Annual	\$54,764.00	\$56,505.00	\$58,237.00	\$59,972.00	\$61,715.00	\$63,446.00	\$65,190.00	\$66,820.00	\$68,488.00
		Bi-Wk	\$2,098.24	\$2,164.95	\$2,231.31	\$2,297.78	\$2,364.56	\$2,430.89	\$2,497.71	\$2,560.16	\$2,624.07
		Daily	\$209.83	\$216.50	\$223.14	\$229.78	\$236.46	\$243.09	\$249.78	\$256.02	\$262.41
		Hourly	\$29.98	\$30.93	\$31.88	\$32.83	\$33.78	\$34.73	\$35.69	\$36.58	\$37.49
EU	22	Annual	\$56,263.00	\$58,324.00	\$60,388.00	\$62,445.00	\$64,511.00	\$66,569.00	\$68,631.00	\$70,345.00	\$72,104.00
		Bi-Wk	\$2,155.68	\$2,234.64	\$2,313.72	\$2,392.53	\$2,471.69	\$2,550.54	\$2,629.55	\$2,695.22	\$2,762.61
		Daily	\$215.57	\$223.47	\$231.38	\$239.26	\$247.17	\$255.06	\$262.96	\$269.53	\$276.27
		Hourly	\$30.80	\$31.93	\$33.06	\$34.18	\$35.31	\$36.44	\$37.57	\$38.51	\$39.47
EU	23	Annual	\$58,928.00	\$61,077.00	\$63,219.00	\$65,373.00	\$67,517.00	\$69,666.00	\$71,813.00	\$73,608.00	\$75,446.00
		Bi-Wk	\$2,257.78	\$2,340.12	\$2,422.19	\$2,504.72	\$2,586.86	\$2,669.20	\$2,751.46	\$2,820.23	\$2,890.66
		Daily	\$225.78	\$234.02	\$242.22	\$250.48	\$258.69	\$266.92	\$275.15	\$282.03	\$289.07
		Hourly	\$32.26	\$33.44	\$34.61	\$35.79	\$36.96	\$38.14	\$39.31	\$40.29	\$41.30
EU	24	Annual	\$61,761.00	\$64,000.00	\$66,238.00	\$68,480.00	\$70,716.00	\$72,949.00	\$75,194.00	\$77,071.00	\$78,998.00
		Bi-Wk	\$2,366.33	\$2,452.11	\$2,537.86	\$2,623.76	\$2,709.43	\$2,794.99	\$2,881.00	\$2,952.92	\$3,026.75
		Daily	\$236.64	\$245.22	\$253.79	\$262.38	\$270.95	\$279.50	\$288.10	\$295.30	\$302.68
		Hourly	\$33.81	\$35.04	\$36.26	\$37.49	\$38.71	\$39.93	\$41.16	\$42.19	\$43.24
EU	25	Annual	\$64,779.00	\$67,103.00	\$69,415.00	\$71,737.00	\$74,066.00	\$76,385.00	\$78,702.00	\$80,668.00	\$82,686.00
		Bi-Wk	\$2,481.96	\$2,571.00	\$2,659.58	\$2,748.55	\$2,837.78	\$2,926.63	\$3,015.41	\$3,090.73	\$3,168.05
		Daily	\$248.20	\$257.10	\$265.96	\$274.86	\$283.78	\$292.67	\$301.55	\$309.08	\$316.81
		Hourly	\$35.46	\$36.73	\$38.00	\$39.27	\$40.54	\$41.81	\$43.08	\$44.16	\$45.26
EU	26	Annual	\$67,973.00	\$70,376.00	\$72,791.00	\$75,194.00	\$77,598.00	\$80,005.00	\$82,405.00	\$84,469.00	\$86,583.00
		Bi-Wk	\$2,604.33	\$2,696.40	\$2,788.93	\$2,881.00	\$2,973.11	\$3,065.33	\$3,157.28	\$3,236.37	\$3,317.36
		Daily	\$260.44	\$269.64	\$278.90	\$288.10	\$297.32	\$306.54	\$315.73	\$323.64	\$331.74
		Hourly	\$37.21	\$38.52	\$39.85	\$41.16	\$42.48	\$43.80	\$45.11	\$46.24	\$47.40
EU	27	Annual	\$71,339.00	\$73,834.00	\$76,328.00	\$78,810.00	\$81,304.00	\$83,792.00	\$86,284.00	\$88,446.00	\$90,658.00
		Bi-Wk	\$2,733.30	\$2,828.89	\$2,924.45	\$3,019.55	\$3,115.10	\$3,210.43	\$3,305.91	\$3,388.74	\$3,473.49
		Daily	\$273.33	\$282.89	\$292.45	\$301.96	\$311.51	\$321.05	\$330.60	\$338.88	\$347.35
		Hourly	\$39.05	\$40.42	\$41.78	\$43.14	\$44.51	\$45.87	\$47.23	\$48.42	\$49.63
EU	28	Annual	\$74,945.00	\$77,522.00	\$80,101.00	\$82,682.00	\$85,251.00	\$87,829.00	\$90,404.00	\$92,659.00	\$94,975.00
		Bi-Wk	\$2,871.46	\$2,970.20	\$3,069.01	\$3,167.90	\$3,266.33	\$3,365.10	\$3,463.76	\$3,550.16	\$3,638.89
		Daily	\$287.15	\$297.02	\$306.91	\$316.79	\$326.64	\$336.51	\$346.38	\$355.02	\$363.89
		Hourly	\$41.03	\$42.44	\$43.85	\$45.26	\$46.67	\$48.08	\$49.49	\$50.72	\$51.99

P-4 EU 35-Hours Salary Plan Effective 07/01/2015

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
EU	29	Annual	\$75,663.00	\$78,504.00	\$81,345.00	\$84,184.00	\$87,023.00	\$89,864.00	\$92,700.00	\$95,017.00	\$97,395.00
		Bi-Wk	\$2,898.97	\$3,007.82	\$3,116.67	\$3,225.45	\$3,334.22	\$3,443.07	\$3,551.73	\$3,640.50	\$3,731.61
		Daily	\$289.90	\$300.79	\$311.67	\$322.55	\$333.43	\$344.31	\$355.18	\$364.05	\$373.17
		Hourly	\$41.42	\$42.97	\$44.53	\$46.08	\$47.64	\$49.19	\$50.74	\$52.01	\$53.31
EU	30	Annual	\$78,702.00	\$81,622.00	\$84,552.00	\$87,467.00	\$90,383.00	\$93,307.00	\$96,236.00	\$98,642.00	\$101,107.00
		Bi-Wk	\$3,015.41	\$3,127.28	\$3,239.55	\$3,351.23	\$3,462.96	\$3,574.99	\$3,687.21	\$3,779.39	\$3,873.84
		Daily	\$301.55	\$312.73	\$323.96	\$335.13	\$346.30	\$357.50	\$368.73	\$377.94	\$387.39
		Hourly	\$43.08	\$44.68	\$46.28	\$47.88	\$49.48	\$51.08	\$52.68	\$54.00	\$55.35
EU	31	Annual	\$81,860.00	\$84,868.00	\$87,878.00	\$90,883.00	\$93,893.00	\$96,900.00	\$99,909.00	\$102,404.00	\$104,966.00
		Bi-Wk	\$3,136.40	\$3,251.65	\$3,366.98	\$3,482.11	\$3,597.44	\$3,712.65	\$3,827.94	\$3,923.53	\$4,021.69
		Daily	\$313.64	\$325.17	\$336.70	\$348.22	\$359.75	\$371.27	\$382.80	\$392.36	\$402.17
		Hourly	\$44.81	\$46.46	\$48.10	\$49.75	\$51.40	\$53.04	\$54.69	\$56.06	\$57.46
EU	32	Annual	\$85,142.00	\$88,230.00	\$91,318.00	\$94,412.00	\$97,503.00	\$100,594.00	\$103,692.00	\$106,285.00	\$108,944.00
		Bi-Wk	\$3,262.15	\$3,380.46	\$3,498.78	\$3,617.32	\$3,735.75	\$3,854.18	\$3,972.88	\$4,072.23	\$4,174.10
		Daily	\$326.22	\$338.05	\$349.88	\$361.74	\$373.58	\$385.42	\$397.29	\$407.23	\$417.41
		Hourly	\$46.61	\$48.30	\$49.99	\$51.68	\$53.37	\$55.06	\$56.76	\$58.18	\$59.63
EU	33	Annual	\$88,567.00	\$91,746.00	\$94,920.00	\$98,098.00	\$101,277.00	\$104,452.00	\$107,638.00	\$110,332.00	\$113,090.00
		Bi-Wk	\$3,393.38	\$3,515.18	\$3,636.79	\$3,758.55	\$3,880.35	\$4,002.00	\$4,124.07	\$4,227.28	\$4,332.96
		Daily	\$339.34	\$351.52	\$363.68	\$375.86	\$388.04	\$400.20	\$412.41	\$422.73	\$433.30
		Hourly	\$48.48	\$50.22	\$51.96	\$53.70	\$55.44	\$57.18	\$58.92	\$60.39	\$61.90
EU	34	Annual	\$92,213.00	\$95,479.00	\$98,742.00	\$102,008.00	\$105,271.00	\$108,538.00	\$111,796.00	\$114,591.00	\$117,458.00
		Bi-Wk	\$3,533.07	\$3,658.20	\$3,783.22	\$3,908.36	\$4,033.38	\$4,158.55	\$4,283.38	\$4,390.46	\$4,500.31
		Daily	\$353.31	\$365.82	\$378.33	\$390.84	\$403.34	\$415.86	\$428.34	\$439.05	\$450.04
		Hourly	\$50.48	\$52.26	\$54.05	\$55.84	\$57.62	\$59.41	\$61.20	\$62.73	\$64.30
EU	35	Annual	\$96,004.00	\$99,348.00	\$102,700.00	\$106,046.00	\$109,392.00	\$112,732.00	\$116,088.00	\$118,985.00	\$121,963.00
		Bi-Wk	\$3,678.32	\$3,806.44	\$3,934.87	\$4,063.07	\$4,191.27	\$4,319.24	\$4,447.82	\$4,558.82	\$4,672.92
		Daily	\$367.84	\$380.65	\$393.49	\$406.31	\$419.13	\$431.93	\$444.79	\$455.89	\$467.30
		Hourly	\$52.55	\$54.38	\$56.22	\$58.05	\$59.88	\$61.71	\$63.55	\$65.13	\$66.76
EU	36	Annual	\$99,997.00	\$103,425.00	\$106,863.00	\$110,293.00	\$113,729.00	\$117,158.00	\$120,592.00	\$123,613.00	\$126,706.00
		Bi-Wk	\$3,831.31	\$3,962.65	\$4,094.37	\$4,225.79	\$4,357.44	\$4,488.82	\$4,620.39	\$4,736.14	\$4,854.64
		Daily	\$383.14	\$396.27	\$409.44	\$422.58	\$435.75	\$448.89	\$462.04	\$473.62	\$485.47
		Hourly	\$54.74	\$56.61	\$58.50	\$60.37	\$62.25	\$64.13	\$66.01	\$67.66	\$69.36
EU	37	Annual	\$104,147.00	\$107,669.00	\$111,199.00	\$114,727.00	\$118,257.00	\$121,785.00	\$125,311.00	\$128,439.00	\$131,652.00
		Bi-Wk	\$3,990.31	\$4,125.25	\$4,260.50	\$4,395.68	\$4,530.92	\$4,666.10	\$4,801.19	\$4,921.04	\$5,044.14
		Daily	\$399.04	\$412.53	\$426.05	\$439.57	\$453.10	\$466.61	\$480.12	\$492.11	\$504.42
		Hourly	\$57.01	\$58.94	\$60.87	\$62.80	\$64.73	\$66.66	\$68.59	\$70.31	\$72.06

P-4 EU 35-Hours Salary Plan Effective 07/01/2015

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
EU	38	Annual	\$108,446.00	\$112,048.00	\$115,661.00	\$119,270.00	\$122,882.00	\$126,490.00	\$130,101.00	\$133,359.00	\$136,690.00
		Bi-Wk	\$4,155.02	\$4,293.03	\$4,431.46	\$4,569.74	\$4,708.13	\$4,846.37	\$4,984.72	\$5,109.55	\$5,237.17
		Daily	\$415.51	\$429.31	\$443.15	\$456.98	\$470.82	\$484.64	\$498.48	\$510.96	\$523.72
		Hourly	\$59.36	\$61.33	\$63.31	\$65.29	\$67.26	\$69.24	\$71.22	\$73.00	\$74.82
EU	39	Annual	\$112,956.00	\$116,651.00	\$120,345.00	\$124,048.00	\$127,744.00	\$131,432.00	\$135,134.00	\$138,514.00	\$141,976.00
		Bi-Wk	\$4,327.82	\$4,469.39	\$4,610.92	\$4,752.80	\$4,894.41	\$5,035.71	\$5,177.55	\$5,307.05	\$5,439.70
		Daily	\$432.79	\$446.94	\$461.10	\$475.28	\$489.45	\$503.58	\$517.76	\$530.71	\$543.97
		Hourly	\$61.83	\$63.85	\$65.88	\$67.90	\$69.93	\$71.94	\$73.97	\$75.82	\$77.71
EU	40	Annual	\$117,665.00	\$121,433.00	\$125,217.00	\$128,988.00	\$132,764.00	\$136,537.00	\$140,314.00	\$143,826.00	\$147,420.00
		Bi-Wk	\$4,508.24	\$4,652.61	\$4,797.59	\$4,942.07	\$5,086.75	\$5,231.31	\$5,376.02	\$5,510.58	\$5,648.28
		Daily	\$450.83	\$465.27	\$479.76	\$494.21	\$508.68	\$523.14	\$537.61	\$551.06	\$564.83
		Hourly	\$64.41	\$66.47	\$68.54	\$70.61	\$72.67	\$74.74	\$76.81	\$78.73	\$80.69
EU	41	Annual	\$122,579.00	\$126,449.00	\$130,314.00	\$134,186.00	\$138,050.00	\$141,915.00	\$145,781.00	\$149,427.00	\$153,163.00
		Bi-Wk	\$4,696.52	\$4,844.79	\$4,992.88	\$5,141.23	\$5,289.28	\$5,437.36	\$5,585.48	\$5,725.18	\$5,868.32
		Daily	\$469.66	\$484.48	\$499.29	\$514.13	\$528.93	\$543.74	\$558.55	\$572.52	\$586.84
		Hourly	\$67.10	\$69.22	\$71.33	\$73.45	\$75.57	\$77.68	\$79.80	\$81.79	\$83.84
EU	42	Annual	\$127,689.00	\$131,647.00	\$135,602.00	\$139,546.00	\$143,504.00	\$147,452.00	\$151,413.00	\$155,200.00	\$159,080.00
		Bi-Wk	\$4,892.30	\$5,043.95	\$5,195.48	\$5,346.60	\$5,498.24	\$5,649.51	\$5,801.27	\$5,946.37	\$6,095.02
		Daily	\$489.23	\$504.40	\$519.55	\$534.66	\$549.83	\$564.96	\$580.13	\$594.64	\$609.51
		Hourly	\$69.89	\$72.06	\$74.23	\$76.38	\$78.55	\$80.71	\$82.88	\$84.95	\$87.08
EU	43	Annual	\$133,116.00	\$137,144.00	\$141,178.00	\$145,207.00	\$149,244.00	\$153,269.00	\$157,301.00	\$161,231.00	\$165,262.00
		Bi-Wk	\$5,100.23	\$5,254.56	\$5,409.12	\$5,563.49	\$5,718.17	\$5,872.38	\$6,026.86	\$6,177.44	\$6,331.88
		Daily	\$510.03	\$525.46	\$540.92	\$556.35	\$571.82	\$587.24	\$602.69	\$617.75	\$633.19
		Hourly	\$72.87	\$75.07	\$77.28	\$79.48	\$81.69	\$83.90	\$86.10	\$88.25	\$90.46